United Nations ST/SGB/2016/2/Rev.1

Secretariat

26 December 2017

Secretary-General's bulletin

Introduction of a new staff selection and managed mobility system

The Secretary-General, for the purpose of implementing General Assembly resolution 68/265, promulgates the following:

1. Delivering on the mandates entrusted to the United Nations requires a workforce that is dynamic, adaptable and mobile. The new staff selection and managed mobility system will improve the ability of the Organization to deliver on its mandates, allowing the Organization and staff to benefit systematically from the opportunities that mobility affords.

2. The filling of vacant positions and the placement under managed mobility of eligible staff members in the Professional and higher categories up to the D-2 level and in the Field Service category in organizational units of the Secretariat, as defined in section 3 of Secretary-General's bulletin ST/SGB/2015/3, shall be administered through a new staff selection and managed mobility system.

3. The new system is managed through a centralized decision-making process, including centralized bodies.

4. The new system, which has been implemented in a phased manner by job network, as defined below in paragraph 6, since 1 January 2016, governs the filling of vacant positions and the placement under managed mobility of staff members within job networks that have made the transition to the new system, as announced on an annual basis by the Assistant Secretary-General for Human Resources Management. Accordingly, the new system will run concurrently with the staff selection system governed by administrative instruction ST/AI/2010/3 and the amendments thereto until all job networks have made the transition to the new system.

5. The new system has been designed to meet the following objectives:

(a) To select staff on the basis of merit, demonstrated competencies and prior performance, through a competitive process in which the paramount consideration is the necessity of securing the highest standards of efficiency, competence and integrity, with due regard being paid to the importance of recruiting staff on as wide a geographical basis as possible and to the gender distribution goals set by the General Assembly;

(b) To promote greater mobility of staff members between Headquarters, offices away from Headquarters, including regional commissions, and field duty

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stations, and greater movement of staff among functions and job families, across organizational units of the Secretariat;

(c) To mobilize and retain a dynamic, adaptable and global workforce that will effectively meet current and future mandates and evolving operational needs;

(d) To provide staff with increased opportunities for career development and enable the further acquisition of new skills, knowledge and experience within and across organizational units, functions and duty stations of the Secretariat.

6. In order to meet the objectives of the new system, the Office of Human Resources Management has established job networks in consultation with departments and offices of the Secretariat and with representatives of staff. The job networks group together job families with common, related or interrelated fields of work and functions, across the departments and offices of the Secretariat.

7. Administrative issuances detail the implementation of the new system, including the establishment of centralized bodies.

8. The Office of Human Resources Management, in collaboration with departments and offices, shall coordinate and support the progressive implementation of the new system throughout the Secretariat.

9. Following the completion, in 2017, of the first managed mobility and second vacancy exercise in the Political, Peace and Humanitarian Network and the first managed mobility and first vacancy exercise in the Information and Telecommunication Technology Network, the implementation of the staff selection and managed mobility system established under the present bulletin will be paused in order to comprehensively review the framework, including lessons learned with regard to the centralized processes and their cost-effectiveness in meeting the intended purposes.

10. During this pause, the staff selection system governed by administrative instruction ST/AI/2010/3 and the amendments thereto shall apply to the Political, Peace and Humanitarian Network and the Information and Telecommunication Technology Network and shall continue to apply to all job networks that have not yet made the transition to the new system.

11. The present bulletin shall enter into force on the date of its issuance. Secretary-General's bulletin ST/SGB/2016/2 is hereby superseded.

(*Signed*) António **Guterres**
Secretary-General